

**File Number:** H.F. 600

**Date:** March 1, 2017

**Version:** Second engrossment

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**Subject:** Uniformity of private employer employment regulations; express preemption of local government private employment regulations

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Prohibits local governments from adopting and enforcing local laws and policies relating to the employment relationship in the private sector. Specifically, the bill would prohibit local governments from adopting or enforcing four types of regulations:

- a minimum wage higher than the state minimum wage
- a requirement that a private employer provide paid or unpaid leave
- a regulation relating private employee work hours or scheduling
- a requirement that a private employer provide particular benefits, terms of employment, or working conditions

The bill does not prohibit local governments from setting wages, benefits, terms, and employment policies with respect to local government employees. And the bill does not prohibit local governments from requiring certain wages, benefits, terms of employment, or attendance policies be provided to private employees when the requirements are related to a local government contract. Likewise, the bill does not prohibit local governments from requiring similar benefits when the local government provides financial assistance to the employer.

The prohibition applies to local government policies enacted on or after January 1, 2016.